



INNOVATIVE  
STAFFING



BEST QUALITY PROFESSIONAL STAFFING



IT'S ALL ABOUT FINDING



THE RIGHT  
PEOPLE



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# RIGHT PEOPLE

## Welcome to the Perfect Fit

Innovative delivers the perfect fit employee that comes from knowing what our clients want, when they want it, and how they need to acquire it.

## Our Mission

The Innovative service mission is simple. We find the right talent for our clients using grass roots recruiting and a hiring process that keeps businesses moving at the speed of success. To this end, we offer a suite of staffing services that fit seamlessly into our clients' hiring strategy.

## Our Philosophy

Our philosophy sets us apart from the pack. We allow our clients' businesses and needs to dictate pricing and program development, not what the industry dictates. We will continue to believe in the value of long-term relationships with companies and design our solutions accordingly.

# INNOVATIVE



## CONFIDENCE THROUGH CONTINUITY OF

# LEADERSHIP

Founded in Dallas, Texas as Innovative Solution Advisors, LLC in 1995, our leaders experienced the hiring explosion from the high-tech industry and flourished in spite of two economic recessions since the turn of the millennium.

Our management team understands the importance of taking risks, working in industries other firms refused to serve, and developing custom programs that fit the economic conditions of the day. We launched Stadium People® in 2009 in response to a demand for Event Staff professionals and have grown it into a 4,000 employee nationwide business.

Our sales professionals take a measured, client-first strategy when growing our business and our recruiting consultants are tenured career coaches who command the respect and credibility of job seekers.

Issuing over 5,000 staff W-2s each year in over twelve states, Innovative understands the demands of temporary and contract staffing and remains the vendor-of-choice for some of the largest organizations in the United States while still serving the needs of upstart business that lack HR expertise.

# STAFFING



## Volume Staffing Demands

Innovative doesn't just answer the call of large volume hiring; we launch businesses in response to those calls.

- Stadium People® created by Innovative to hire 2,500 event and hospitality staff has grown to over 10,000 placed since 2009
- 200 technology professionals at Mastercard International within just a year that saved millions in bill rates and reduced vendor list dramatically
- Call Center staffing model that has delivered over 1,500 hires since 2008

## WHY COMPANIES GET



## Hard-to-Find is Our Specialty

In the 1990's it was client-server developers and traveling consultants. At the turn of the millennium it was anything Internet-based. Today it ranges from Cyber Security to Government-Compliant Tax Accounting and Healthcare professionals...but at Innovative we simply call it another day at the office.

- Access to hundreds of tools and resources that target the most demanded skill sets
- Recruitment credibility that earns the respect of coveted professionals
- The ability to comprehend difficult terminology and match them to what our clients demand

# INNOVATIVE

## High-Risk Hiring Needs

From the turnover of telemarketing and call center staff to the dangers of injury and unfriendly employment laws, Innovative goes where few staffing companies dare.

- Tools to find and develop ongoing pools of niche talent
- Our pre-screening for quality helps mitigate turnover
- Back office employment solutions make it possible to acquire staff in risk-prone industries

## A Partner to Corporate HR and Recruiters

Self-service programs allow internal hiring professionals to win over their managers rather than compete with traditional agencies for their loyalties:

- Recruitment Programs that lower dependence on search fees
- Eliminate redundant job board investments
- Provide a payroll back office to acquire your own contract labor

“Since 1998 I have used Innovative to payroll contractors I find through my own Corporate Recruiting efforts. Their rates are much lower than traditional contract vendors and their back office allows me to take employee referrals and try them before we hire them or use them for short-term projects.”

**Paula Wilson**

HR & Recruiting Manager at Trintech

“The Innovative Team has done great by us and I am very pleased with the Management team you have assembled, from our CIO to our Lead Technical Architect.”

**Craig Hamway**

CEO, Driven Solutions



**SOLUTIONS**  
FOR ANY HIRING BUSINESS



## Direct Placement Services

- Proven expertise in grass-roots search techniques
- Heavy investment in technology and tools
- Retained options for executive and high-demand talent

## Contractor Placement & Management

- Competitive rates make projects affordable
- Short-term and conversion options available
- W-2 and 1099 management capabilities

## Temporary & Seasonal Staffing

- Over 10,000 staff database for part-time or seasonal work
- Quick-turn and same-day capabilities
- Specialization in high-volume staffing projects

## Payroll & Employee Management

- Payroll back office available for referred contract labor
- Experience with high-risk employee management
- Over 5,000 W-2's issued each year

## Recruitment Process Outsourcing

- Hosted recruitment programs with monthly pricing
- Programs designed for Corporate Recruiters and HR Professionals
- Perfect for targeted “ramp-up” projects or start-up companies

# MAKING THE DIFFERENCE WITH JOB SEEKERS

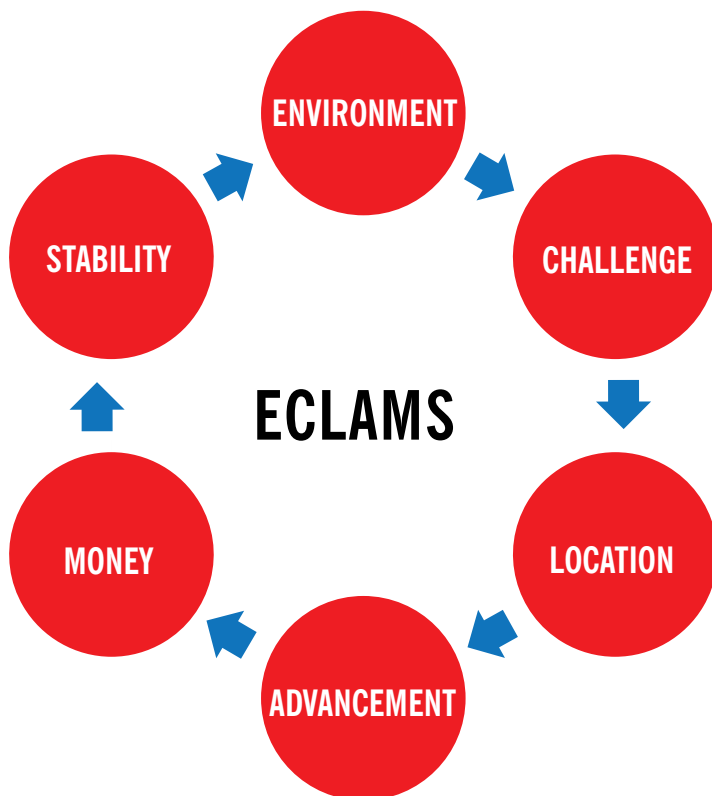
## Staying One Step Ahead of the Others

Our recruiting consultants are trained in the technology necessary to stay in front of our competition and find the best talent before they leave the market.

- Target Marketing to Skills Niches
- Maximization of Social Networking
- 20 Years of Relationships in Our Client Specializations
- Applicant Tracking & Mobile Technology
- Grass Roots “No Fear” Networking

## Meet Your Match

Our ECLAMS method of matching talent to organizations has earned us not only the respect of our job seekers, but high praise from managers who seek more than just a resume.





*“The recruiters at Innovative are the best there is. They were my recruiter and got me into a great job that really helped my career. Then when I became part of the hiring process, their staff fed me top-quality candidates, which helped me even more. Ultra-professional, tons of connections, and on top of that, super-nice, 100% honest people. There's nobody better.”*

## **Trey Smith**

Chief Technology Officer at Innovation Group North America



**Finding the right talent is only the beginning. Earning the respect and guiding highly-sought professionals toward our client companies is what sets Innovative apart from other recruiters.**





# CLIENT ROSTER

THE DALLAS COWBOYS • MASTERCARD INTERNATIONAL • AT&T STADIUM  
MARY KAY CORPORATION • HEALTHMARKETS • IGNITE TECHNOLOGIES  
SUNGARD CONSULTING • BANK OF AMERICA SECURITIES • RADIO SHACK  
TEXAS STATE UNIVERSITY • DRIVEN SOLUTIONS • CIRCUIT OF THE AMERICAS  
TRANSCORE • LUMENATE • UNITED HEALTHCARE • TEXAS LITIGATION  
SERVICES • INTERSTATE BATTERIES • BATRUS HOLLWEG INTERNATIONAL  
EVO PAYMENT SOLUTIONS • DR PEPPER ARENA • ESPN • ALLEGRO  
CROSSMARK • TRILLIUM • CONTAINER STORE • DEAN FOODS • PLACEMARK  
INVESTMENTS • WEBER SHANDWICK • THE TEXAS RANGERS  
TOYOTA STADIUM • CLICK HERE • THE EXECUTIVE BOARD • MAVERICK TUBE  
CORPORATION • TEXAS ARAI • ELMRIDGE RESOURCES • DAVACO • PRICE-  
WATERHOUSECOOPERS • EF JOHNSON • HAGGAR CLOTHING • EXCO  
RESOURCES • HEARTLAND INSURANCE • ELCOTEQ • FC DALLAS • MEDIA  
CART • THE RICHARDS GROUP • AMERICAN AIRLINES CENTER • STUDENT  
INSURANCE CO • FEDEX KINKOS • SIX FLAGS • FLUENT SYSTEMS • SOUTH-  
WEST CREDIT • TEXAS A&M UNIVERSITY • GENERAL BANDWIDTH • XTERA  
FUTURE WEI TECHNOLOGIES • ENFORA • INTELLINEX • TOLLESON WEALTH  
SPEARTIP • SERVICE AUTO PILOT • IRVING CONVENTION CENTER • KPMG  
CHOCTAW GRAND THEATRE • UNIVERSITY OF GEORGIA ATHLETICS • DELOITTE  
& TOUCHE • LAYERED TECHNOLOGIES • EPIC REALM • BTRADE • LONE STAR  
FOODS • METROPCS • LEGION ENERGY • MAYS & CO • ENID EVENT CENTER  
TRINTECH • ROUND ROCK EXPRESS BASEBALL • VMG HEALTH • MUSTANG  
TECHNOLOGY • SYCHIP TECHNOLOGIES • VLSIP TECHNOLOGIES • EL FENIX  
RESTAURANTS • NATURA BISSE • ONE TECHNOLOGIES • TELSTRAT • PALM  
HARBOR HOMES • PENSON FINANCIAL • REEF EXPLORATION • SAFETY KLEEN  
TAQUA NETWORKS • ONE TECHNOLOGIES • UPSTREAM CAPITAL PARTNERS  
WATCHMARK • AND MANY MORE

“We needed a large labor force that could really bring our building together and help us deliver a consistent high quality guest experience and Innovative-Stadium People was the resource that made it happen.”

**Paul Turner**

Director of Event Operations and Security,  
AT&T Stadium

**MEETING LARGE DEMAND**

“Innovative stepped up to the plate by quickly learning our business and presenting us with qualified candidates within a few short weeks. Their ability to act on our feedback enabled us to refine our hiring profiles and quickly fill critical positions.”

**Richard Dion**

COO, Placemark Investments

**INDUSTRY CREDIBILITY**

“In my twenty five years in the service and sports and entertainment industry, I would struggle to find a partner like Innovative that could better provide the whole service culture and experience that our internal and external customers have come to enjoy at COTA.”

**Tom Schneider**

SVP, Circuit of the Americas

**HIGH-TOUCH SERVICE**

“The team at Innovative spends their time with us up-front to understand exactly what we are looking for. That way, when they do send us someone, it is one that has not just the skills, but also fits the personal needs of our company.”

**Linda Pharr**

M.S., COO, Batrus Hollweg International

**BEST-IN-CLASS PROCESS**

“Innovative’s RPO Program not only delivered on its promises to improve our quality of applicants and hiring process, but it did so at a cost savings that we could not find from comparable solutions.”

**Carolyn Koenig**

Former SVP of HR, MasterCard International

**UNDERSTANDING QUALITY**

# CLIENT REVIEWS

LET US HELP YOU FIND THE

# RIGHT PEOPLE TODAY



## INNOVATIVE STAFFING

5501 LBJ Freeway • Suite 108 • Dallas, Texas 75240

CALL TOLL FREE 1.800.859.1615

PHONE 972.392.1144

FAX 972.392.1196

WEB [go2innovative.com](http://go2innovative.com)



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